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MANAGEMENT IN THE PRIVATE SECURITY SECTOR IN SERBIA

ABSTRACT. Security risks to persons and property in the modern world have caused the emergence and development of the private security sector, which today represents a very important part of the security system in each country. The author reviews the historical development of the private security sector in Serbia, provides an overview of its current state, and points out the importance and role of security management in the development of standards in business in this sector.

KEY WORDS: private security sector, security management, the Law on private security.

Introduction

The modern world is characterized by remarkable achievements in the field of science and technological development, and in this regard

the processes of globalization, urbanization and the rapid development of industry and economy in general. That caused the development of high level of spiritual culture, the material progress of mankind and many other positive effects. However, technological and other development brought with it a high level of crime and numerous other security risks. Nacional security services and their capacities are certainly the most important in responding to these security challenges and risks caused by human or natural factors, because of the fact that they have available significant resources and adequate budgetary support. In the protection of persons, property and businesses, and other values in most developed countries exist the private security sector which is complementary to the public sector in this field. In the United States and in other Western democracies, there was a radical wave of privatization (in the 1980s), in which a large number of formerly public services and infrastructure transferred to the private sector.¹ The transfer of government functions to the private sector occurred in all areas of government activity, including those in which nation states had held the monopoly, and the private companies that provide security services are the result of the privatization of state functions.² This is the period which is also considered that marked the beginning of modern private security industry. The new model of providing military and security services allows governments and public institutions to increase efficiency by concentrating on the most important tasks, while responsibility for the execution of less important tasks is transferred to the private security sector.³ Private security has a long tradition in the United States, Britain, France, Germany and other western countries. In these and other developed countries, especially EU members, normative-legal status of the private security sector, professional standards and other issues of importance for the organization and operation of this sector is relatively well regulated. When it comes to countries of the old continent, the majority applied standards CoE and the EU, while countries applicants for EU membership-follow process of harmonization of regulations and the application of current good practice in this area. In accordance with this Republic of Serbia in late

¹ Sunita Kikeri, John R. Nellis and Mary M. Shirley, *Privatization: The Lessons of Experience*, Washington DC, World Bank Publications, 1992, In: Benjamin S. Buckland, Theodor H. Winkler, *Javno-privatna saradnja: Izazovi i mogućnosti upravljanja bezbednošću*, Forum za bezbednost i demokratiju, Beograd, 2011.

² Michelle Small, *Privatisation of Security and Military Functions and the Demise of the Modern Nation-State in Africa*, ACCORD, Durban, 2006, p. 4.

³ Anna Richards, Hentry Smith, *Addressing the role of private security companies within security sector reform programmes*, Saferworld, London, 2007, pp. 3–5.

2013 adopted the Law on Private Security and the Law on Detective Activity,¹ all with the aim of codification and standardization of this by then legally unregulated area.

History of private security sector in RS.

In the period between the two world wars there was a private security in the territory of the former Yugoslavia and today's Serbia, which also had its genesis and development. According to available data for the period between the Great and the Second World War in the former Yugoslavia, was established and operated a dozen private companies that were involved in providing security services. The management of these companies was made up largely from former members of the security services, and the most important areas of their work were the security of persons, property and business firms and other legal entities, as well as detective work. The period immediately after the Second World War saw the establishment of a one-party (communist) system, the socialist political and socio-economic order. Private security sector in this period followed the trends in the former Yugoslavia and the legal sources² in this area were a reflection of the then socio-political and economic system, with a strong ideological sign and favoring socialist model of economy.³ The most important legal sources are Law on basics of social protection (1973) and the Law on system of social protection (1986), which decreed that the companies had to have an organized service of protection. The former security managers certainly had easier job because the law stipulated certain standards relating to the obligation of self-defense, powers, the use of weapons and others.⁴ And particularly important is the possibility of economic subjects to use the services of registered agencies for physical-technical protection of facilities and resources.⁵ Start the 90s of the past century was marked by civil war and the disintegration of the former Yugoslavia, which was reflected in the private security sector. The

¹ «Sl. glasnik RS» br.104/13.

² Law on People's Police (1947), Law on internal affairs bodies (1951), Law on basics of social protection (1973), Law on system of social protection (1986), Law on the termination of certain laws (1993).

³ Željko Nikać, *Pravo privatne bezbednosti*, Beograd: Kriminalističko policijska akademija, 2012, str.91.

⁴ Javorović B, Šečković J, *Komentar zakona o osnovama društvene samozaštite*, Narodne novine, Zagreb, 1987, str. 26–28.

⁵ Plačkov R, *Policija i privatni sektor bezbednosti sa posebnim osvrtom na detektivsku delatnost*, MUP RS, «Bezbednost» br.03/09, Bgd.2009.str.76-92.

Republic of Serbia in 1993 adopted the Law on the termination of certain laws, including aforementioned Law on the system of social protection. The lack of standards has led to significant lacunae and great uncertainty in the work of private security agencies, especially in the exercise of power, firearms and others questions. Due to the armed conflict, the NATO aggression and other well-known reasons (political crisis, lack of unity, etc.), the private security sector remains legally non-regulated in Serbia for more than two decades. This had a big impact on the work of private security agencies and management in this sector, ie. legal uncertainty has led to problems in their daily work. In the period between 1993 and 2013 private security in Serbia was in a legal interregnum due to the absence of the parent law in this area, and are applied standards of alternative («secondary») legislation. The status and legal issues concerning the establishment, registration, status changes and other were regulated by the Law on companies and norms of commercial law. In the absence of legal standards issues relating to the security and protection of persons, security and protection of property, transport and protection of cash and other valuables, private detective services, etc. have been resolved in the same manner.¹ After the political changes in Serbia (2000) there have been several attempts and legislative initiatives to legally regulate the private security industry. The security system of the state is reformed, former State Security Service (RDB) was separated from the Ministry of Interior and Security Information Agency (BIA) was created.² Within the military-intelligence system VBA and VOA were formed.³ This was followed by the transformation of the Ministry of Interior and Police Directorate was established instead of the Public Security Department (RJB), in charge of affairs of public safety and the classic police work.⁴ Sometime later the Communal Police was established in securing and maintaining public order and related activities.⁵ The parent institution of the security system in Serbia is National Security Council (SNB) headed by the President of the Republic, who coordinates and creates security policy.⁶ And then National security strategy was adopted, according to which the private

¹ The Law on Arms and Ammunition, Law on Public Assembly, Anti-hooligans Act, Law on Classification of Activities, National standards in security SRPSA.L2.001:2008, SRPSA.L2.002:2008, SRPSA.L2.003:2010.

² Zakon o BIA, «*Sl. glasnik RS*» br.42/02 i 111/09

³ Zakon o VOA i VBA, «*Sl. glasnik RS*» br.88/09.

⁴ Zakon o policiji, «*Sl. glasnik RS*» br.101/05, 63/09-US i 92/11.

⁵ Zakon o komunalnoj policiji, «*Sl. glasnik RS*» br.51/09.

⁶ Odluka o Savetu za nacionalnu bezbednost RS, «*Sl. glasnik RS*» br. 50/07.Uredba o osnivanju Kancelarije Saveta za nacionalnu bezbednost, «*Službeni glasnik RS*» br. 12/09.

security sector is placed in the national security system. And the most important in terms of topic, in late 2013 the Law on Private Security and the Law on Detective Activity were adopted with (so far) 9 secondary legislation, and for the first time in the history of Serbia the private security sector is completely legally regulated. Due to the topic and space issues we can not deal with the analysis of these laws, but it is important to note that the solutions arising from the new laws fully meet the contemporary challenges and are consistent with the application of Serbia for membership in the European Union.

Management in the private security sector

The analysis of the market of the private security sector in Serbia in which operates more than 500 registered companies which employs over 40 000 people, it can be determined very bad situation, disastrous low wages, little chance for career development and a striking absence motivation of employees. Therefore, work of security managers, who serves as the organizers and motivators of private security officers, is hindered to a large extent. It is important to note that security managers in most companies do not occupy an enviable position either. In most cases they are not adequately paid for highly complex tasks they perform, they do not have a quality professional education and they have a serious problem with their own motivation. However, awareness of opportunities for the development of the private security sector is slowly increasing, and therefore the need for quality security management which will adopt modern methodology of work. Management in the private security sector in Serbia is mainly composed of former members of the state security structure, which is understandable in the view of the experience and business connections that they usually carry with them. By entering of renowned foreign companies such as G4S and Securitas on the Serbian market, the standard of work of private security companies were raised to a higher level, and in accordance with this private security companies have started to search for trained management in this field. Currently in Serbia there are two institutions that educate top management in the field of private security, namely: Faculty of Security Studies¹ and The Academy of Criminalistic and Police Studies². In addition to the usual problems with which security managers face in their everyday work, in Serbia there are several systemic aggravating factors. To a large

¹<http://www.fb.bg.ac.rs/>

²<http://www.kpa.edu.rs/>

extent the problem in the organization of labor is the low level of professional training of private security officers who have undergone various types and levels of vocational training. In connection with this there has been progress in adopting by-laws which prescribe the programs and the manner of conducting professional training of private security officers, which will ensure much needed unification of personnel education. However, if we take into account the working methodology of modern security management, the main problem when it comes to officers of private security in Serbia is the motivation and job satisfaction. Given the extremely poor financial situation of private security officers, whose average salary is approximately 250 euros, motivation for fulfilling the objectives through the execution of tasks is at a very low level. Even the entry of major international companies, did not change the material situation of members of private security, because the existing operating principles retained at the expense of quality, which is still at the very bottom of the list of business priorities. This attitude of private security companies towards employees, is enabled by high unemployment rate in Serbia, and it gives companies the ability to maintain low labor costs. A partial solution to this problem can be discerned in the implementation of the adopted Law on Private Security, which introduces a system of licensing of private security officers through previously executed vocational training and passed the exam. With the introduction of these rules, security officers will not be easily replaceable, and employers will no longer be able to quickly carry out the replacement of a large number of its officers as it is the case today. The engagement of retired persons as officers of private security is another factor that maintains the low cost of labor in this field. This problem is systemically solved by the new Law in such a manner that pensioners will not be able to be actively engaged as security officers, if they don't freeze the receiving of earlier acquired pensions. With this legal solution the quality of work of members of private security will be increased, if we take into account the chance given to young people, who have so far been slightly discriminated by employers who once favored retired persons who had deductions in the payment of social charges. Application of the new Law on Private Security has been postponed to the beginning of 2017. and the companies have more than a reasonable time to align their business with solutions in the new law. At the same time with this process, awareness of the needs and possibilities of the development of the private security sector is slowly evolving and growing, and therefore the need for quality security management which will adopt modern methodology of work.

Conclusions

Security is the industry which is growing rapidly, and the tasks entrusted to it are various. From security protection of persons, property and business, to highly elaboration of corporate plans for the management of crises and disasters, internal and external control functions related to health and safety, insurance, purchasing and security on the Internet. With this in mind, it is clear that quality security management in the private security sector has an important role and greatly contributes to the proper functioning of the entire security system of a country. The Republic of Serbia has taken a positive step by adopting the new Law on Private Security, and with its full implementation development of the private security sector and the introduction of high business standards is expected.

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ЕКОЛОГІЧНИЙ ОБЛІК І ЗВІТНІСТЬ У СУЧАСНІЙ ЕКОНОМІЦІ

АНОТАЦІЯ. Глобальний Договір ООН, пов'язаний зі зміною клімату та зменшенням викидів парникових газів, надає актуальності розвитку промислових підприємств України направлених на збереження навколишнього природного середовища та раціонального природокористування. Перехід від техногенного господарського мислення до соціально-екологічного потребує налагодження на підприємстві екологічного обліку та добровільного подання нефінансових звітів про діяльність компаній.

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ENVIRONMENTAL ACCOUNTING AND REPORTING IN MODERN ECONOMY

ABSTRACT. Global Compact climate change and reduction of greenhouse gas emissions provides the relevance of industrial enterprises of Ukraine aimed at preserving the environment and environmental management. The transition from man-made economic thinking to social and environmental needs adjustment at the enterprise environmental accounting and voluntary submission of nonfinancial reports about the activities companies.

KEY WORDS. Global Compact, environmental accounting, environmental report.